

## Maryland State Superintendent Desired Characteristics

After seeking input from students, teachers, parents, staff, Board of Education members, elected & appointed officials, and community members via focus groups, interviews, and an online stakeholder survey, the Maryland State Board of Education seeks an **innovative, collaborative, & reform-minded leader** who is an **outstanding communicator**, and who possesses the following characteristics:

### **An experienced educational leader who:**

- Has a passion for student success and will work collaboratively with 2 Boards and 24 Local Education Agencies (LEAs) to champion the implementation of the [Blueprint for Maryland's Future](#)
- Has a proven track record of successfully navigating transformational change
- Is a talented facilitator with incredible communication skills who can motivate and engage all stakeholders
- Is an innovative leader who will inspire MSDE staff and empower them to achieve lofty goals
- Understands the value of partnering with the Maryland State Board of Education to fulfill the promises of the Blueprint
- Is committed to enhance student experiences, accelerate improvements to student outcomes, and improve the quality of education in Maryland for all students
- Displays fiscal acumen and can responsibly manage the equitable allocation of resources in a transparent manner

### **A compassionate leader who:**

- Is committed to equity and demonstrates an understanding of the diverse needs of students and the differing situations in the the 24 LEAs across the state
- Creates and fosters a professional and open environment even when dealing with complex situations and challenging issues
- Demonstrates care, transparency, honesty, and responsiveness in public forums and small group settings
- Exhibits integrity, empathy, humility, maturity, flexibility, and determination

### **A proven unflappable leader who:**

- Demonstrates an ability to successfully navigate complex and challenging stakeholder environments
- Has clear understanding of public education and state department roles
- Is confident, approachable, collaborative, and resilient
- Understands best practices in curriculum, instruction & assessment, Early Childhood Education, English Language Learning, special education, and who skillfully delegates responsibility to implement collaboratively developed programs to leaders at MSDE
- Is a personable, politically savvy, and astute leader who is not satisfied with with status quo and able to collaborate with elected/appointed officials in the governing Boards, the Governor's Office, State Legislature, and local LEAs, as well as with Labor leaders, and administrative team members to accomplish goals
- Is actively engaged in building and sustaining positive partnerships and relationships with stakeholders

### **A successful candidate will:**

- Have a track record of implementing successful initiatives designed to enhance student achievement
- Have or be immediately eligible for certification in Maryland
- Understand the strategic aspects of the Blueprint for Maryland's Future

**Compensation:** Salary in the range of **\$350,000** depending upon qualifications, experience, and credentials and subject to negotiations. Benefits similar to other MSDE employees, applicable MD statutes and subject to negotiation.

**Interested and qualified individuals can learn more about the position and apply at:**

<https://hyasearch.com/job/superintendent-msde/>